

Minutes of the Personnel Committee
Tuesday, April 15, 2003

Chair Paulson called the meeting to order at 1:02 p.m.

Present: Supervisors Duane Paulson (Chair), Jeff Morris, Bob Thelen, Matt Thomas, and Don Broesch. Pete Gundrum arrived at 1:10 p.m. **Absent:** Carl Seitz.

Also Present: Legislative Policy Advisor Dave Krahn, Citizen Terry Tesch, County Clerk Kathy Nickolaus, Risk Management Administrator Laura Stauffer, and Labor Relations Manager Jim Richter.

Approve Minutes of March 18, 2003

MOTION: Broesch moved, second by Thelen to approve the minutes of March 18. Thomas asked that a correction be made to the minutes. Motion carried 5-0 as corrected.

Executive Committee Report

Paulson advised of the following issues discussed at the last Executive Committee meeting.

- Approved the appointments that were included in the last yellow packet including that of Parks & Land Use Director Dale Shaver to the Metro Recycling Disposal Facility Committee.
- Approved ordinance 157-O-148 to appeal and recreate certain provisions of Chapter 4 of the County Code.
- Reviewed a UW-Extension grant application for the Nutrition Coalition.
- Heard an update on the Criminal Justice Collaborating Council.
- Discussed attendance and activities scheduled for the Annual National Association of Counties (NACo) Convention being held in Milwaukee July 13-15.

Gundrum arrived at 1:10 p.m.

Schedule Next Meeting Dates

May 6.

2002 Annual Report of the County Clerk

Nickolaus reviewed the 2002 annual report as outlined which included information on marriage licenses sold and revenues generated, miscellaneous income, fees from local municipalities and school districts for ballot costs, etc.

MOTION: Thomas moved, second by Gundrum to accept the annual report of the County Clerk. Motion carried 6-0.

Resolution 157R- 016: Expression of Intent to Continue Self-Insurance for Worker's Compensation

Stauffer noted that Waukesha County has been self-insured since the late 1980's. State Statutes dictate that this resolution be submitted every three years affirming our intention to be self-insured. Apparently, it's written but the State has never asked for this in the past so this resolution is the first of its kind.

MOTION: Thomas moved, second by Morris to approve resolution 157-R-016. Motion carried 6-0.

Ordinance 157O- 149: Ratification of 2002-2003-2004 Deputy Sheriff Collective Bargaining Agreement

Richter discussed this and the following ordinance as outlined, both of which are three-year agreements. This ordinance covers the deputy sheriffs and the detectives and totals about 132 employees. The most significant change involves the health insurance provisions. Effective July 1, 2003, the health insurance provisions will be modified as follows: Change the in-network benefits by adding a deductible of \$100 single/\$300 family; with a 90%/10% coinsurance, and an out-of-pocket maximum of \$400 single/\$800

family. This ordinance modifies the prescription drug co-pay from \$5 to \$10 generic/\$15 brand/\$25 out-of-formulary.

Across-the-board increases of 3% shall be applied to the 2001 rates of pay effective December 29, 2001, increases of 2% shall be applied to the 2002 rates of pay effective December 28, 2002, increases of 2% shall be applied to the 2003 rates of pay effective June 28, 2003, increases of 2% shall be applied to the 2003 rates of pay effective December 27, 2003, and increases of 2% shall be applied to the 2003 rates of pay effective June 26, 2004. Effective December 27, 2003, a new 2% step will be provided to the Detective wage schedule. Richter went on to review other changes/provisions as outlined in the ordinance.

MOTION: Gundrum moved, second by Broesch to approve ordinance 157-O-149. Motion carried 6-0.

Ordinance 157O- 150: Ratification of 2002-2003-2004 Highway Collective Bargaining Agreement

This ordinance covers about 84 employees in the Highway Operations and Central Fleet Divisions.

Again, the significant change involves the health insurance provisions. Effective January 1, 2004 the CompCare HMO health insurance plan will be modified as follows: lifetime maximum of \$2 million; emergency room co-pay - \$25 life threatening and \$50 urgent care; office visit co-pay of \$10; inpatient co-pay of \$50 per day with a maximum \$250 per occurrence; medical equipment co-pay of \$25; skilled home care co-pay of \$10; drug co-pay of \$10 generic, \$20 brand name, and \$30 out-of-formulary.

This ordinance also modifies the Point-of-Service health insurance plan as follows: Effective July 1, 2003, the prescription drug co-pay will be changed to \$10 for generic, \$15 for brand name, and \$25 for out-of-formulary. Effective January 1, 2004 the in-network benefit plan will be modified to provide as follows: 90%/10% co-insurance; \$100 single/\$300 family deductible; \$400 single/\$800 family out-of-pocket co-insurance maximum.

Across-the-board increases of 3% shall be applied to the 2001 rates of pay effective December 29, 2001, and increases of 3% shall be applied to the 2002 rates of pay effective December 28, 2002. A wage adjustment of 10 cents per hour shall be applied to all classifications effective June 28, 2003 after the across-the-board increase. A wage adjustment of 25 cents per hour shall be applied to all classifications effective December 27, 2003 after the across-the-board increase. An across-the-board increase of 3% shall be applied to the 2003 rates of pay effective December 27, 2003. Richter went on to review other changes/provisions as outlined in the ordinance.

MOTION: Morris moved, second by Gundrum to approve ordinance 157-O-150. Motion carried 6-0.

Closed Session

MOTION: Broesch moved, second by Morris to go into closed session at 2:00 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues associated with the 2002-2005 labor contracts, and to approve the closed session minutes of March 18, 2003. Motion carried 6-0.

MOTION: Thelen moved, second by Broesch to return to open session at 2:19 p.m. Motion carried 6-0.

MOTION: Morris moved, second by Thelen to adjourn at 2:20 p.m. Motion carried 6-0.

Recorded by Mary Pedersen, Legislative Associate.

Respectfully submitted,

Peter Gundrum
Secretary